



DEPARTMENT OF THE ARMY
HEADQUARTERS, U.S. ARMY ARMOR CENTER AND FORT KNOX
FORT KNOX, KENTUCKY 40121-5000

REPLY TO
ATTENTION OF:

ATZK-EE (690-12a)

20 September 2001

MEMORANDUM FOR

Commanders, All Units Reporting Directly to This Headquarters
Directors and Chiefs, Staff Offices/Departments, This Headquarters

SUBJECT: Thunderbolt Six Policy Memo No. 38-4 - Prevention of Harassment (EEO)

1. References:

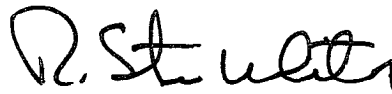
- a. AR 690-12, Equal Employment Opportunity and Affirmative Action, 4 March 1988.
 - b. Equal Employment Opportunity Commission (EEOC) Enforcement Guidance: Vicarious Employer Liability for Unlawful Harassment by Supervisors, 18 June 1999, Number 915.002
 - c. Memorandum, HQ TRADOC, ATBO-E, 15 July 1999, subject: Prevention of Sexual Harassment (POSH) (enclosed).
2. Harassment based on sex (with or without sexual conduct), race, color, religion, national origin, age, disability, and protected activity, such as opposition to prohibited discrimination or participation in the statutory complaint process, will not be tolerated. This applies to everyone at Fort Knox, whether the source is a supervisor, coworker, contractor, or others present on the installation. Any incidents of harassment should be promptly reported through your supervisory chain-of-command or to the Equal Employment Opportunity Office (EEO) if you are a civilian employee, or to the Equal Opportunity Office (EO), if you are military. Contract employees should report incidents of harassment to their employer or contact the EEO Office for information.
3. All complaints will be investigated promptly, thoroughly and impartially. Harassment allegations will be treated confidentially, and shared only with those who need to know about them. Immediate and appropriate corrective action will be taken when it is determined that harassment has occurred. You will be protected from any adverse treatment because you report harassment or provide information related to such a complaint.
4. The EEO complaint procedures are described on the EEO poster on employee bulletin boards. Information is also available from the Fort Knox EEO Office, 624-2545. Information on the EO complaint procedures is available through the Installation EO office, 624-3510.

ATZK-EE (690-12a)

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5. A copy of this correspondence will be posted on bulletin boards until superseded.

Encl



R. STEVEN WHITCOMB

Major General, USA

Commanding

DISTRIBUTION:

C

CF:

DCG, USAARMC

CDRS, Fort Knox Partners in Excellence

Rec'd 79 AUG 1999



DEPARTMENT OF THE ARMY
HEADQUARTERS UNITED STATES ARMY TRAINING AND DOCTRINE COMMAND
102 MCNAIR DRIVE
FORT MONROE VIRGINIA 23651-1047

REPLY TO
ATTENTION OF

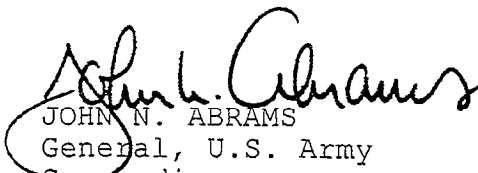
ATBO-E (690-700)

15 July 1999

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Prevention of Sexual Harassment (POSH)

1. Sexual harassment is against the law and will not be tolerated. It undermines the U.S. Army Training and Doctrine Command's ability to execute its mission. It undermines professional relationships, destroys morale, and interferes with productivity.
2. Sexual harassment is defined as influencing, offering to influence, or threatening the career, pay, or job of another person in exchange for sexual favors or deliberate or repeated offensive comments, gestures, or physical contact of a sexual nature in a work or work-related environment.
3. All managers and supervisors will deal with sexual harassment quickly and appropriately. All civilians and military supervisors of civilians will be trained annually in the prevention of sexual harassment.
4. We must work together to ensure a work environment free from sexual harassment.
5. TRADOC-Where Tomorrow's Victories Begin!


JOHN N. ABRAMS
General, U.S. Army
Commanding

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ATBO-E

SUBJECT: Prevention of Sexual Harassment (POSH)

DISTRIBUTION: (CONT)

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